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PUBLIC SERVICE

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BONUSES**
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MID-MARCH 1961

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d

Special Issue

Preliminary Agenda

containing the Notices of Motion submitted for the Association's

ANNUAL CONFERENCE

to be held at The Winter Gardens, Blackpool, from Tuesday, June 6 to Friday, June 9

1961

1. Opening of Conference.

National Executive Council for the year 1960 be received.

2. To approve as a correct record the minutes of the proceedings of the Conference held on June 14 to 17, 1960.

[NOTE: The Annual Report will be sent to branches and Conference delegates by March 31.]

3. Benevolent and Orphan Fund: announcement of amounts received from districts and winners of trophies and diplomas.

4. President's address.

5. Standing Orders

Nottingham branch supported by the East Midland district committee: That Standing Orders for Conference be amended to provide:

- That where Conference wishes to take any item in private session the motion to do so should be taken at the end of the morning or afternoon sessions in order that the private business can be taken as the first item at the following session
- That visitors who are fully paid-up members of NALGO be allowed to remain in the Conference during any private session on production of membership card

6. Association's auditors

National Executive Council: That Messrs. Jackson, Pixley & Company, Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1961, and that a fee of eleven hundred guineas (£1,155 0s. 0d.) be paid for their services.

7. Appointment of scrutineers.

8. Accounts and balance sheet.

Notices of motion by the National Executive Council, district committees, and branches supported by district committees:—

Annual Report

9. National Executive Council: That the Annual Report of the

Salaries policy

10.

National Executive Council: That this Conference approves a policy of securing for the members salary standards:

- commensurate with the importance to the employing authority and the community of the officer's duties and responsibilities;
- comparing fairly with those paid for similar duties over a wide range of good employers;
- providing attractive entry points and career prospects; and
- reflecting adequately the status of the officer in the community.

11.

Glasgow branch supported by the Scottish district committee: That this Conference instructs the National Executive Council:

- to secure in all services covered by the Association a salary structure as nearly as possible on the lines of the civil service structure; and
- to spend from Association funds an adequate sum to be used specifically for a strong supporting public relations effort.

12.

Southampton branch supported by the Southern district committee: That this Conference instructs the National Executive Council to pursue vigorously the salaries policy endorsed at previous conferences, so as to ensure that all officers maintain their position in relation to other sections of the public service, and, having regard to recent or imminent salary increases for police, teachers, and the civil service, to submit a claim for substantial salary increases.

13.

South Eastern district committee: That the foremost aim of the Association should be to establish the social and economic status of the officer in the local government service and other services from which the Association derives membership, and that towards this end

continued efforts should be made to secure improved service conditions and better recruitment prospects which will offer a basic salary scale rising to over £1,000 a year.

14.

Birmingham branch supported by the West Midland district committee: That this Conference instructs NALGO's negotiators to lodge an immediate claim for a salary increase in all services covered by the Association where no negotiations are at present taking place.

15.

Surrey county officers' branch supported by the South Eastern district committee: That this Conference, being of the opinion that the last salary award failed to attain parity with remuneration in comparable employment, accordingly calls upon the National Executive Council to formulate and negotiate, without delay, a claim which will secure such parity.

Basic career grade

16.

Birmingham and district electricity branch supported by the West Midland district committee: That this Conference urges the National Executive Council to endeavour to establish through the appropriate machinery that the basic clerical grade in all services in which the Association has members shall in itself be a "career grade" offering a salary at the top of the scale which can be attained at a reasonable age and which will attract and hold the type of officer each of the services needs for the efficient discharge of its responsibilities.

17.

Manchester gas branch supported by the North Western and North Wales district committee: That this Conference

instructs the National Executive Council to seek the establishment of a basic career grade, similar to those in bank, civil service, and insurance companies, in all services catered for by the Association.

Bar in the general division

18.

Surrey county officers' branch supported by the South Eastern district committee: That this Conference calls upon the National Executive Council to secure at the earliest opportunity the abolition of the bar in the general division.

Local government negotiating machinery

19.

Bradford branch supported by the Yorkshire district committee and Staffordshire branch supported by the West Midland district committee: That this Conference views with dismay the protracted negotiations relative to the raising of the local government Charter ceiling and instructs the National Executive Council:

- to take urgent steps to bring this matter to a conclusion; and
- to give the widest publicity to all details of the negotiations, especially amongst NALGO members within the various professional bodies, with a view to organising "pressure groups" in order to achieve NALGO's legitimate demands.

Salaries of library staffs

20.

Dukinfield branch supported by the North Western and North Wales district committee: That this Conference deplores the long delay in reaching a settlement on the claim submitted on behalf of library staffs; and, in view of the fact that, in 1960, 51 per cent of all professionally qualified librarians working in public libraries were on a salary scale

with a maximum of less than £800, urges that urgent consideration be given to gradings in this profession to bring it into line with salaries paid to other comparably qualified officials in local government service.

21.

Salop county branch supported by the West Midland district committee: That this Conference deplores the prolonged delay in obtaining a satisfactory settlement on the claim for the re-grading of local authority librarians, and urges the National Executive Council to press for an immediate re-assessment of librarians' salaries on the basis of professional qualifications and specific responsibility. It requests that the Minister should be asked as a matter of urgency to implement the recommendations in the 1959 Roberts Report.

Welfare services—training and conditions

22.

Birmingham branch supported by the West Midland district committee: That this Conference urges the National Executive Council to continue to press for the early implementation of the recommendations of the Younghusband Report, with particular reference to:

- the establishment of a staff training centre;
- the improvement in the conditions and salaries of social and mental welfare officers and welfare assistants;
- the release of staff upon more favourable terms than at present to attend training and study courses.

Salaries of social and mental welfare officers

23.

Herefordshire branch supported by the West Midland district committee: This Conference expresses its dissatisfaction with the salary award for welfare officers dated September 21, 1960, and instructs the National Executive Council immediately to re-open negotiations to improve the gradings of these officers.

24.

West Hartlepool branch supported by the North Eastern

district committee: That this Conference instructs the National Executive Council to take the necessary steps to remove the bar in the special scale for social and mental welfare officers in so far as it affects staff who were in service at September 1, 1960.

Miscellaneous classes

25.

Liverpool branch supported by the North Western and North Wales district committee: That this Conference notes with concern the dissatisfaction among officers of the Miscellaneous Division in having separate conditions of service, and directs the National Executive Council to consider and report to the next Conference upon the practicability of absorbing the officers concerned within the general scheme.

Shorthand-typists' scale

26.

Essex branch supported by the Metropolitan district committee: That the National Executive Council be urged to continue its efforts by all means possible to bring about parity between qualified shorthand-typists' maximum salary scale and the general division maximum salary scale.

Salary awards—retrospection

27.

Banbury and district branch supported by the Southern district committee: That all future salary claims which are approved by the National Joint Council shall be back-dated to the date of the original application.

Application of salary awards to non-members

28.

Leeds branch supported by the Yorkshire district committee: That having regard to the growing discontent amongst members because of the way in which non-members are allowed to accept negotiated awards to which they have not contributed, this Conference urges all employing authorities to make it mandatory that such awards shall apply to members of a recognised trade union only.

Five-day week

29. **Abingdon and district branch** supported by the *Southern district committee*: That this Conference condemns the action of the National Executive Council regarding the implementation of a five-day working week, and, being of the opinion that the issue is being turned into a free-for-all, requests the National Executive Council to press for the implementation of a five-day week on a national basis.

30. **Aldridge branch** supported by the *West Midland district committee*: That negotiations for a five-day week be conducted at national level as well as by individual branches.

35-hour week

31. **Birmingham and district electricity branch** supported by the *West Midland district committee*: That this Conference would welcome more publicity in support of the 1960 Conference decision to press for a 35-hour week in all the services in which the Association has members.

Work on Sundays and Bank Holidays

32. **Liverpool branch** supported by the *North Western and North Wales district committee*: That, in view of the lack of progress with the employers regarding the payment of adequate compensation for work on Sundays and Bank Holidays, this Conference instructs the National Executive Council to declare a dispute with the employers.

Overtime

33. **West Bromwich branch** supported by the *West Midland district committee*: That this Conference, while commending the National Executive Council on the raising of the overtime limit, instructs that Council to increase its efforts to extend the payment of overtime to all grades within the Charter.

Clothing allowance

34. **Ayrshire electricity branch** supported by the *Scottish district committee*: That this Conference instructs the National Executive Council to take all possible steps to secure the amendment of the Finance Acts so as to provide for office workers a clothing allowance for Income Tax purposes.

Right of appeal

35. **Chester city branch** supported by the *North Western and North Wales district committee*: That this Conference instructs the National Executive Council to seek amendment to paragraph (i) of that part of paragraph 39 of the local government conditions of service dealing with the review of establishment to provide that where, in a review of establishment by an employing authority, the grading of a post is not varied, an officer has the right of appeal.

Appeals

36. **Tees sub-area electricity branch** supported by the *North Eastern district committee*: That this Conference instructs the National Executive Council, as a matter of policy, to refer all appeals on which no decision has been reached to arbitration for final settlement, in all cases where the constitution of the negotiating machinery provides for such reference.

Use of homes as offices

37. **Education Welfare Officers' National Association**: That this Conference instructs the National Executive Council to open discussions immediately in

the National Joint Council, to secure inclusion in all "Schemes of Conditions of Service" of an allowance for those officers who are required to use their homes as offices.

Local joint consultation

38. **Stoke-on-Trent branch** supported by the *West Midland district committee*: That the National Executive Council be

ment officers on a national scale, and is not left to the discretion of individual authorities.

Appointments in the National Health Service

43. **Hammersmith hospitals branch** supported by the *Metropolitan district committee*: That this Conference requests the National Executive Council to take all necessary action to safe-

(iii) instructs the National Executive Council to take all necessary steps to secure action to achieve continuity of employment of those staffs.

Financing of local authorities

49. **National Executive Council**: That the report now submitted by the National Executive Council be approved and adopted, and accordingly the decision of the 1960 Conference set out in Minute No. 74 be rescinded.

[NOTE: This Minute reads: "That this Conference considers the present method of financing local authorities by the levying of rates to be most unsatisfactory. It therefore calls upon the National Executive Council to take the lead in seeking an alternative method in keeping with the needs of today." The report takes the form of a White Paper, which will be circulated with the Annual Report.]

Inquiry into administration of local government

50. **Hastings and Worthing branches** supported by the *South Eastern district committee*: This Conference is concerned to maintain the administration of local government at a high level of efficiency, and considers that the salaries and conditions of service in post-war years, relative to other comparable fields of employment, must inevitably lead to a poorer standard of entrant, with a consequent lowering of standards of efficiency. With a view to arresting this dangerous tendency, this Conference instructs the National Executive Council to urge Her Majesty's Government to set up an independent body to initiate a thorough inquiry into the administration of local government, with particular reference to salaries standards and their effect on staffing. Such body to have power to make interim recommendations.

Public service functions—employment of private concerns

51. **Birmingham branch** supported by the *West Midland district committee*: This Conference, being deeply disturbed by the growing practice adopted by some public authorities of employing private concerns to carry out public service functions, requests the National Executive Council to prepare a report for presentation to the 1962 Conference with particular reference to the salary levels of professional staff.

National Health Service—financial year

52. **Leeds and district hospitals branch** supported by the *Yorkshire district committee*: That this Conference requests the National Executive Council, along with other interested organisations, to explore the possibility of changing the financial year end in the National Health Service from March 31 to December 31.

Study abroad

53. **Brighton branch** supported by the *South Eastern district committee*: That bearing in mind the great benefits conferred by foreign travel, undertaken as early in life as possible, NALGO should now provide annual competitive travelling scholarships, to permit young officers to examine and to study public administration abroad.

Scholarships

54. **Sheffield branch** supported by the *Yorkshire district committee*: That this Conference instructs the National Executive Council to set aside a sum of money for the creation of one or more scholarships to enable students from any of the colonies or ex-colonies to study any or all aspects of local government in this country.

Exchange system—public service officers

55. **Birmingham branch** supported by the *West Midland district committee*: That this Conference, believing that an exchange system between Great Britain and other countries, for public service officers, would enhance the attraction of the services, requests the National Executive Council: (i) to investigate the possibility of obtaining such a system, and (ii) to report its findings to the 1962 Conference.

Extension of international relationships

56. **Lowestoft branch** supported by the *Eastern district committee*: That this Conference is of the opinion that all available means should be used to improve world understanding; and requests the National Executive Council to consider extending the existing relations already established by NALGO with similar organisations in other countries irrespective of type of government, and that local links with such countries should be encouraged by the establishment of an East-West Committee.

Damage to public property

57. **South Eastern district committee**: That this Conference is seriously concerned at the increasing number of attacks upon public property. By virtue of the experience of its members in such matters, it calls upon Her Majesty's Government to investigate all possible means of alleviating this social evil, including consideration of heavier penalties and better education in civic affairs both in schools and for the rest of the community.

Resale price maintenance

58. **Gateshead branch** supported by the *North Eastern district committee*: That this Conference is of the opinion that the current practice of resale price maintenance in the form of fixed wholesale or retail selling prices stipulated by the manufacturer is not in the best interest of the consumer, and should be changed to permit only the fixing of maximum resale prices, and that the Board of Trade Committee at present inquiring into the matter be notified accordingly.

Local Government Superannuation Acts—amendments

59. **National Executive Council**: That this Conference, whilst appreciating the difficulties which have arisen in connection with the National Insurance Act, 1959, is dissatisfied at the slow rate of progress in negotiations to secure amendments to the Local Government Superannuation Acts, and instructs the National Executive Council to pursue its endeavours to obtain the desired amendments.

Optional retirement

60. **Sheffield branch** supported by the *Yorkshire district committee*: That this Conference instructs the National Executive Council to negotiate for optional retirement at 60 years of age for local government staffs after 30 years' continuous service with local authorities.

61. **Bolton and district branch** supported by the *North Western and North Wales district committee*: That this Conference instructs the National Executive Council to take all possible steps to secure an amendment of the Local Government Acts so as to provide for all officers an option to retire after completing 40 years' service from age 18, or after not less than ten years' service at age 60, whichever is the earlier.

62. **Chester city branch** supported by the *North Western and North Wales district committee*: That this Conference instructs the National Executive Council to seek an amendment to the Superannuation Regulations to ensure that:

- (i) contributory employees who have completed 40 years' service before attaining the age of 60 years shall have the option of retiring upon completion of 40 years' service; and
- (ii) in the calculation of retirement pensions and/or allowances, all qualifying service shall count.

Frozen pension rights

63. **South Western district committee**: That this Conference reaffirms its full support of the National Executive Council policy to obtain amendments to the existing superannuation regulations:

- (i) to provide that a contributory employee who leaves the local government or a nationalised service (after completing such length of contributory service as the Council may consider appropriate) may elect to have the then accrued pension rights frozen until attaining pensionable age; and
- (ii) to provide that a widow's pension shall be payable where appropriate on the death of any man who has made this election;

and instructs the National Executive Council to take all possible steps to secure such amendments.

Widows' pensions

64. **Sheffield branch** supported by the *Yorkshire district committee*: That this Conference instructs the National Executive Council to seek improvements in the pensions payable to the widows of officers without detriment to the officers' pension and without increased contributions, and those contributors previously exercising options under the various Acts be given the right to reconsider their position.

Non-contributory superannuation scheme

65. **Windsor and district branch** supported by the *Southern district committee*: This Conference instructs the National Executive Council to investigate the possibility of obtaining a non-contributory pension scheme for all services covered by the Association.

Pensions (Increase) Act

66. **National Executive Council**: That this Conference calls upon H.M. Government forthwith to introduce a new Pensions (Increase) Act in which, and in all such future Acts, regard shall be had to other criteria apart from rises in the cost of living index which does not adequately reflect the difficulties facing retired officers.

Trade union education

67. **National Executive Council**: That this Conference supports the action of the National Executive Council in establishing a scheme of trade union education, and urges district committees and branches to play a full part in its development.

Bridlington Agreement

68. **Birmingham branch** supported by the *West Midland district committee*: That in view of the difficulties which are reported from time to time in connection with inter-union agreements with which NALGO is concerned, this Conference directs the National Executive Council to investigate the general situation, including the position in relation to our union's adherence to the Bridlington Agreement.

CONFERENCE TIMETABLE

Conference will begin at 10 a.m. on Tuesday, and 9.30 a.m. each other day, will adjourn for luncheon from 12.30 to 2.30 p.m., and will end at 4.15 p.m. unless otherwise determined. The agenda committee will meet at 4.15 p.m. on each day of the first three days to consider representations made verbally by delegates or handed in in writing.

instructed to press strongly for obligatory facilities to be afforded by employing authorities for regular consultation with representatives of their staffs on all questions affecting their conditions of service, through the medium of local joint committees with the power to make recommendations.

Organisation and methods

39. **Coventry branch** supported by the *West Midland district committee*: That this Conference recommends the National Executive Council to request the National Joint Council to write into the local government Charter the following condition of service:

O and M. investigations and/or Work Study exercises must conclude, as a right, with a review of establishment in order that the staff concerned may participate by way of upgradings in the value of resulting economies and/or increased productivity.

Strike action

40. **Crosby and Litherland branch** supported by the *North Western and North Wales district committee* and **Hull and district branch** supported by the *Yorkshire district committee*: That this Conference resolves:

- (i) That the decision of the 1957 Conference to take no further action on the National Executive Council's Further Special Report on Strike Action be rescinded;
- (ii) That the Report be approved and adopted and that the National Executive Council be instructed to submit to the 1962 Conference (a) appropriate amendments to the Constitution and Rules to give effect to the conclusions reached in the Report; and (b) its recommendation as to a levy to be made upon each member.

Facilities for sports activities

41. **Bristol electricity branch** supported by the *South Western district committee*: That this Conference approves the broad recommendation of the Wolfenden Committee that official assistance should be given to sports organisations, and recommends that local authorities should give a lead in the provision of facilities for athletic activities.

Local government service—proposed training organisation

42. **Southampton branch** supported by the *Southern district committee*: That in view of the exhortation to local authorities contained in the most recent local government salary agreement to develop positive training policies, the National Executive Council be instructed to press for the establishment of a comprehensive training organisation in local government comparable to the training divisions in the gas and electricity services, so that proper training is provided for all local govern-

ment officers on a national scale, and is not left to the discretion of individual authorities.

Health service Whitley machinery

44. **Winchester and district health services branch** supported by the *Southern district committee*: That this Conference regrets the delay in implementing the 1960 Conference decision relating to an independent inquiry into health service Whitley machinery.

Recruitment of nurses

45. **Preston Hall hospital branch** supported by the *South Eastern district committee*: That this Conference agrees that all grades of nurses are welcomed and should be recruited as NALGO members.

Water undertakings

46. **Rhyl branch** supported by the *North Western and North Wales district committee*: That this Conference asks the National Executive Council to discuss with the Government methods whereby the present lengthy period of time from agreement in principle being reached between water authorities to amalgamation to the actual formation and operation of the new combined undertaking can be reduced; Conference feels that these lengthy delays are detrimental to the public, as they result in new water supply schemes and future planning being held up and cause unnecessary frustration, worry, and apprehension to the staffs concerned.

Company passenger transport

47. **National Executive Council**: That this Conference reiterates its resolve that the Association shall protect and represent the interests of the members in the company passenger transport field, and urges the Council vigorously to continue its efforts to secure negotiating machinery covering this section of the membership.

New towns

48. **Hemel Hempstead Development Corporation branch** supported by the *Eastern district committee*: In view of the fact that it is widely recognised that New Towns have been a proven success both socially and financially this Association:

- (i) believes that the concept begun as a social experiment should now be accepted as an essential part of national evolution and progress, and urges the need for a continued programme of New Towns;
- (ii) regrets the Government's delay in taking positive action on the New Towns Act, 1959, and the frustration which is being caused to the staffs employed in the new towns;

Holiday centres bookings

69. **Ealing branch** supported by the Metropolitan district committee: That Conference direct the National Executive Council to arrange for bookings at the Croyde Bay Holiday Centre, commencing with the 1962 season, to be from Wednesday to Wednesday (instead of from Saturday to Saturday as at present) to enable members to take advantage of the less congested road conditions and cheaper rail travel at mid-week.

70.

Newport branch supported by the South Wales and Monmouthshire district committee: That this Conference instructs the National Executive Council to introduce the experiment of mid-week bookings at holiday centres for the 1962 season, and, if the results are satisfactory, to retain this system of booking for future years.

Conference motions to pre-Conference meetings

71.

North Western and North Wales District Committee: That the Rules and Standing Orders of the Association be amended where necessary to provide for any Conference motion seeking to reverse or amend a decision of a national service conditions sub-committee to be referred by the Agenda Committee to the appropriate pre-Conference service group meeting. The decision of that meeting shall be reported to Conference by the chairman of the appropriate service conditions sub-committee before the issue is determined.

Period of office for National Executive Council members

72.

Dartford and district hospitals branch supported by the South Eastern district committee: That the period of office for members of the National Executive Council be extended from one to three years.

Method of electing National Executive Council

73.

North Western and North Wales district committee: That this Conference instructs the National Executive Council to appoint a special committee, representative of the district committees and service groups in the Association's membership, to examine and report upon the procedure for the election of the National Executive Council and upon alternative methods of election.

NALGO Home for Old People

74.

National Executive Council: That this Conference approves the principle that the Benevolent and Orphan Fund should establish and operate a Home for Old People.

75.

Southend-on-Sea branch supported by the Eastern district committee: That this Conference directs the National Executive Council to ensure that any expenditure on the care of the aged and infirm shall continue to be by way of grant or loans to organisations already operating established homes for such purposes in different parts of the country and accordingly to take no further action on the more expensive and less practical proposals to provide a NALGO Home for aged and infirm persons.

Benevolent and Orphan Fund — memorial to Jabez Darricotte

76.

North Western and North Wales district committee: That this Conference recommends the creation of a permanent memorial to the founder of the

Benevolent and Orphan Fund, Mr. Jabez Darricotte, and that the National Executive Council be requested to report to the next Conference on the form which the memorial shall take.

Retention of additional rebate

77.

Eastern district committee: That this Conference requests the National Executive Council to devise a formula so that uniformity of treatment of all branches seeking the retention of additional rebate may be achieved in each district.

Subscriptions

78.

National Executive Council: That in accordance with Rule 16 of the constitution and rules of the Association, this Conference hereby prescribes as from November 1, 1961, as follows:

(i) Members shall pay a monthly subscription, as hereunder provided, based on their total annual salary including weighting, bonuses, fees, and emoluments (hereinafter referred to as "salary") as follows:

	A month
Members in receipt of salary not exceeding £300	2s. 0d.
Members in receipt of salary exceeding £300 but not exceeding £500	3s. 0d.
Members in receipt of salary exceeding £500 but not exceeding £750	4s. 6d.
Members in receipt of salary exceeding £750 but not exceeding £1,000	5s. 0d.
Members in receipt of salary exceeding £1,000 but not exceeding £1,500	6s. 0d.
Members in receipt of salary exceeding £1,500	7s. 0d.

(ii) Paragraph 1 of the prescription made by Conference under rule 16 at the Annual Conference in 1955 is hereby rescinded.

79.

Bethnal Green branch supported by the Metropolitan district committee: That the maximum subscription of 5s. per month on salaries in excess of £1,000 per annum be abolished and the graduated scale be continued as follows:

(i) up to £1,250 per annum—5s. per month;
(ii) £1,250 to £1,500—6s. per month;
(iii) over £1,500—7s. 6d. per month.

Benevolent and Orphan Fund subscriptions

80.

Salisbury branch supported by the Southern district committee: That the minimum subscription to the Benevolent and Orphan Fund be raised to 6d.

81.

Stoke-on-Trent branch supported by the West Midlands district committee: That this Conference instructs the National Executive Council to implement forthwith a scheme to enable subscribers to the Benevolent and Orphan Fund voluntarily to pay subscriptions thereto under covenant.

Rule 4 — Benevolent and Orphan Fund

82.

National Executive Council: That Rule 4 of the Rules of the Benevolent and Orphan Fund be amended as follows:

After "(c) an Orphan Home or homes;" add "(d) an Old People's Home, or homes, and"

Benevolent and Orphan Fund Regulations 5 to 8

83.

National Executive Council: That this Conference confirms the following amendments to the Regulations of the Benevolent and Orphan Fund made in accordance with Rule 8 of the Fund:

In regulation 5, after "than" in line 6 add "emergency." In regulation 6, delete all words after "by" in line 3 and substitute "any two out of the Chairman of the District Committee and the Chairman and

Honorary Secretary of the Benevolent and Orphan Fund Sub-Committee for the district."

In regulation 7, delete all words after "of" in line 7 and substitute "any two out of the Chairman of the District Committee and the Chairman and Honorary Secretary of the Benevolent and Orphan Fund Sub-Committee for the district."

In regulation 8, delete the words "the Chairman of the Benevolent and Orphan Fund Committee for the district and the Chairman of the District Committee," and substitute "any two out of the Chairman of the District Committee and the Chairman and Honorary Secretary of the Benevolent and Orphan Fund Sub-Committee for the district."

The amended regulations will read as follows:

5. The Benevolent and Orphan Fund secretary shall submit the minutes of the proceedings of the District Benevolent and Orphan Fund Committee to the District Committee for approval, and decisions on the cases must be submitted by the District Committee on the prescribed forms so as to reach headquarters of the Association at least two weeks prior to each meeting of the Council. All grants, other than emergency grants made in accordance with Nos. 6, 7, or 8 of these Regulations, shall be subject to the approval of the Council. Grants made in accordance with Nos. 6, 7, and 8 of these Regulations shall be reported to the Council.

6. In the case of an emergency application for assistance involving payment of a sum by way of a grant or loan not exceeding £30, such application shall be dealt with by any two out of the Chairman of the District Committee and the Chairman and Honorary Secretary of the Benevolent and Orphan Fund Sub-Committee for the district.

7. In the case of an emergency application for assistance involving payment of a sum by way of grant or loan exceeding £30, but not exceeding £150, after all previous grants or loans made in that particular case have been taken into consideration, such application shall be dealt with by the Chairman of the Benevolent and Orphan Fund Committee of the Council and the Honorary Treasurer of the Association, on the recommendation of any two out of the Chairman of the District Committee and the Chairman and Honorary Secretary of the Benevolent and Orphan Fund Sub-Committee for the district.

8. In the case of an emergency application involving payment of a sum by way of grant or loan exceeding £150, such application shall be dealt with by the Honorary Treasurer of the Association, the Chairman of the Council, the Chairman of the Benevolent and Orphan Fund Committee of the Council, the recommendations of any two out of the Chairman of the District Committee and the Chairman and Honorary Secretary of the Benevolent and Orphan Fund Sub-Committee for the district being first obtained.

Withdrawal of labour

84.

National Executive Council: That provision for withdrawal of labour be inserted in the Constitution and Rules of the Association, and that accordingly the Rules be amended as follows:

Rule 3 (b).

Add: "by collective bargaining, agreement, withdrawal of labour, or otherwise."

[NOTE: This Rule would then read: "To improve the conditions and protect the interests of the Association's members by collective bargaining, agreement, withdrawal of labour, or otherwise."]

Add new Rule 24 as follows: "24. Grants in respect of withdrawal of labour. The Council shall have power to make additional grants to District Committees and Branches, from the fund established under Rule 25, for the purpose of making such payments as the Council may prescribe to members who, with the approval of the Council, have withdrawn their labour in pursuance of Rule 3 (b)."

Rule 6—support of members

85.

Thanet hospitals branch supported by the South Eastern district committee: Line 3—After "shall" insert "either." Line 4—After "observations" insert "or submit the facts of his case direct to the Council

after notifying the branch of his intention."

Rule 24—Reserve Fund

86.

Ellesmere Port branch supported by the North Western and North Wales District Committee: That Rule 24 of the Constitution and Rules of the Association be amended by the deletion of the words "during the period" and all words after "1951."

87.

North Western and North Wales district committee: That the Rules of the Association be amended to enable the Special Reserve Fund to be available at all times for the acquisition of suitable freehold Headquarters premises, and making provision for any moneys so used to be repaid to the Fund with accrued interest and at such intervals as may be determined by Conference from time to time.

88.

Coventry branch supported by the West Midlands district committee: That in connection with Rule 24:

"Reserve Fund Establishment: A reserve fund shall be established by transferring the sum of £50,000 from the annual gross subscription revenue of the Association to a special fund each year during the period commencing on 1 November, 1951, and ending on 31 October, 1961."

This Conference recommends that Rule 24 be amended by the deletion of "31 October, 1961," and the substitution of "31 October, 1971."

New rules — Headquarters premises

89.

National Executive Council: That the following new rules be approved and adopted:

Headquarters Premises Fund 30. Establishment: A headquarters premises fund shall be established for the purpose of acquiring freehold Headquarters premises by transferring the

sum of £50,000 from the annual gross subscription revenue of the Association to a special fund each year during the period commencing on 1 November, 1961.

31. Investment: Notwithstanding Rule 126 (Investments and Securities) of these rules, the headquarters premises fund and its accumulation shall be invested in the names of the Association's Trustees in or upon any investment for the time being authorised by law for the investment of trust funds, subject to the Council having power to direct by resolution that the fund or any part of it shall be deposited with the Association's bankers pending such investment but otherwise than as security for any overdraft or loan.

32. Restriction on use: No part of the headquarters premises fund shall be lent to any ancillary of the Association without the prior consent of Conference, nor, save for the purpose specified in Rule 30, hypothecated as collateral security against any loan or overdraft.

33. Effect on revenue: For the purpose of contribution to district committees of a percentage of the Association's annual subscription revenue in accordance with these rules and any prescription made by a Conference thereunder, such revenue shall be deemed to be £50,000 a year less than the total annual amount collected.

Special Conference Rules

90.

National Executive Council: That Rule 33 be amended as follows:

Delete the words "One month" in line 2 of paragraph (a) (2), and substitute "six weeks."

After paragraph (a) insert the following paragraphs:

"(b) A branch shall not seek support for the convening of a Special Conference from other branches unless that action has been approved by a general meeting of the branch, convened and held in accordance with the provisions of the branch rules, unless the notice convening that meeting contained specific reference to the proposal to seek such support.

"(c) A written requisition for a Special Conference must state

the terms of the motion to be debated at that Conference, and those terms must have been (i) considered and approved by a general meeting of members of each of the requisitioning branches convened and held in accordance with the provisions of the appropriate branch rules, and (ii) set forth in the notice convening each such meeting.

"(d) A copy of the notice convening the appropriate general meeting and a copy of the minutes of that meeting shall be sent to the General Secretary with the written requisition.

"(e) Paragraph (a) (2) of this rule shall not operate until the Council is satisfied that the provisions of this rule have been complied with."

Preliminary agenda for Conference

91.

National Executive Council: That Rules 40 and 42 be amended as follows:

Rule 40.

Delete the rule and substitute the following:

"40. Publication of agenda and annual report. The agenda as compiled by the Agenda Committee from the motions submitted in accordance with the provisions of Rule 39(a) shall be distributed to branches by the 31st day of March on the basis of one copy for each member of the branch, and by the same date the General Secretary shall send a copy of the report of the Council to each representative elected to attend the Annual Conference."

Rule 42.

Delete the words "published in the April and May issues, respectively, of the official journal" in the third line, and substitute: "submitted in accordance with the provisions of Rules 39 and 41."

Rule 50—Ballots

92.

Bristol electricity branch supported by the South Western District Committee: That the decision of the 1958 Conference amending Rule 50 of the Association be rescinded.

[NOTE: Rule 50 (b) (ii) now reads: "That unless the result

SPECIAL ANNOUNCEMENT

The LOGOMIA Board of Management announce that the following

RECORD REVERSIONARY BONUSES

will be recommended to the Annual General Meeting on 8th June 1961:

For the five years 1956—1960

55% -

OF THE SUM ASSURED UNDER WITH-PROFITS POLICIES FOR EACH POLICY YEAR ENTERED UPON BETWEEN 1.1.56 AND 31.12.60 INCLUSIVE

Plus

A SPECIAL SINGLE BONUS OF

50% -

OF THE SUM ASSURED UNDER WITH-PROFITS POLICIES EFFECTED ON OR BEFORE 31st DECEMBER 1955 AND IN FORCE ON 1st JANUARY 1961

LOGOMIA WITH-PROFITS POLICIES ARE NOW AN EVEN BETTER BARGAIN FOR NALGO MEMBERS, THEIR WIVES/HUSBANDS AND CHILDREN

NALGO INSURANCE DEPT.
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of the ballot shows that a majority of the members of the Association has voted either in favour of or against the matter on which the ballot has been taken, the result of the ballot shall be referred to the next ensuing Conference so that that Conference may determine what action, if any, shall be taken.]

Election of National Executive Council

93. North Staffordshire electricity branch supported by the West Midlands district committee: That in Rule 70 delete "and must record as many votes as there are members of the Council" and insert "vote for any number of candidates not in excess of the number of members." Delete "either less or" from the last sentence.

National service conditions sub-committees

94. National Executive Council: That this Conference agrees that national service conditions sub-committees established in accordance with Rule 111 shall be committees of the Council, and accordingly approves the following amendments of Rules:

- (a) Delete the words "sub-" in Rules 58 (line 11); 59(c) (line 1); 110 (lines 7 and 9); 111 (lines 2, 3, 13, 18, 20, 22, and 27); 112 (line 3); 113 (lines 4 and 5); 115 (line 9); and 119 (line 5).
- (b) Delete from Rule 82(b) the words "committee and service conditions sub-" in lines 1 and 2.
- (c) Delete from Rule 82(c) the words "committee or appropriate sub-" from line 6.

Service conditions committee

95. Southern district committee: That Rule 112 of the Association's Constitution and Rules be amended as follows: delete all words after the last "and" and insert "such number of members of the Council as will secure that every district is represented."

[NOTE: The present Rule 112 reads: "The Council shall establish a service conditions committee which shall be comprised of the chairman of each national service conditions sub-committee and of the Scottish district service conditions sub-committee for local government constituted in accordance with the provisions of Rule 107 (whether the chairman is a member of the Council or not) and an equal number of members of the Council appointed by the Council."]

Conference Standing Orders

96. Bournemouth and district electricity branch supported by the Southern district committee: This Conference instructs the Agenda Committee to invoke more rigorously the powers given to it in Conference Standing Orders No. 1(f) thus implementing the recommendations of Paragraph 17 of the White Paper "Review of Association Machinery" adopted by Conference 1958 and:

- (a) leading to a more streamlined Conference Agenda by the elimination of motions pertaining to a particular service and more properly dealt with by the appropriate service conditions machinery; and
- (b) making available more time and adequate discussion on matters of general policy.

Notices of motion by branches not supported by district committees.

Salaries policy

97. Herts and Essex border branch: That this Conference be asked to press the National Executive Council to commence forthwith the comprehensive review of salaries and conditions of service applicable in the local government service in comparison with the staffs of the banks, the civil service, and insurance offices, such review to be completed within three months and the results communicated to a National Conference to be called by the National Executive Council especially to consider the result of the report and the Conference to instruct the National Executive Council on steps to be taken.

Powers of provincial council

98. Lambeth branch: That this Conference is gravely disturbed by the powers of a provincial council to veto salaries which have been freely negotiated between officers and employing authorities. Such powers are contained in a London District Council agreement (approved by the National Joint Council).

This Conference considers that it is incompatible with the aims of NALGO to allow the position to go unchallenged, and that the danger of the extension of this practice outside London is a real one and against the interests of all local government officers.

This Conference therefore instructs NALGO representatives on all negotiating bodies to resist all attempts to extend this practice.

Service with previous authorities

99. Acton branch: That Conference condemns the reprehensible action of the employers' side of the local government National Joint Council in addressing a letter to local authorities urging them not to offer appointments to officers who have had less than three years' service with their previous authorities.

Pre-Conference service group meetings

100. Hastings area health services branch: It is the opinion of this Conference that pre-Conference service group meetings should consider and vote on motions and amendments on the Conference Agenda which refer to their particular service. The result of such votes shall then

become the Association's policy. The views of the National Executive Council shall be represented by delegated members of the National Executive Council regardless of service allegiance. The Agenda Committee retaining the right to direct service matters of grave concern to the main Conference.

* * *

Note: The following motions were rejected by the Agenda Committee in accordance with its powers under Standing Order 1 (f) and do not form part of the agenda for Conference. The branches and/or district committees concerned have been advised of the best method of dealing with the subject matter of the motions:—

Salaries policy

Derbyshire branch supported by the East Midlands district committee: That this Conference instructs the National Executive Council to secure a complete revision of the present local government salary structure, the new scales to operate as from April 1, 1963, such scales to provide for:

- (i) A clerical grade for officers discharging routine clerical duties, the normal maximum of which would be achieved at age 21 and be at least equivalent to the average earnings of skilled industrial craftsmen, long service meriting additional increments.
- (ii) Senior clerical grades for officers undertaking clerical duties of a supervisory or non-routine character, promotion to these scales being dependent upon the officer having passed the Clerical Division Examination.
- (iii) Grades for machine operators, shorthand-typists, and similar special classes, the normal maximum of which would be achieved immediately the appropriate proficiency tests have been passed, long service meriting additional increments.

ciency tests have been passed, long service meriting additional increments.

- (iv) Training grades for officers appointed for training for administrative, technical, and professional posts, such grades to guarantee a salary in the nature of £1,000 per year when the final relevant qualification is obtained, promotion through the grades to be dependent upon success at the appropriate stages of the administrative, technical, and professional examinations.
- (v) Clerical officers to have equal opportunity with new recruits for appointment to the training grades outlined in (iv) above.
- (vi) Career grades for all posts requiring administrative, technical, and professional qualifications, such grades to ensure progression over a number of years at a rate which will retain a qualified officer in the service.
- (vii) Existing officers to have a right of appeal against the designation of their posts in the new structure envisaged.

Appointment of juniors

Stoke-on-Trent branch supported by the West Midlands district committee: That the National Executive be instructed to press for the deletion of sub-paragraphs (i) and (ii) of Paragraph 2 in the Scheme of Conditions of Service for Local Authorities and the introduction of the following as sub-paragraph (i) and amend sub-paragraphs (iii) and (iv) to read (ii) and (iii):

Entrants to the local government service must have passed the General Certificate of Education examination in English (or English language), mathematics or a science or, in appropriate cases, a foreign language, and one other paper at ordinary level of the entrance examination of the Local Government Examinations Board, or a recognised equivalent examination.

Annual leave

Paddington branch supported by the Metropolitan District Committee: That this Conference is of the opinion that the

annual leave entitlement of officers below the age of 21 years should be not less than 15 (13) working days and instructs the National Executive Council to negotiate accordingly.

Annual leave—health service

Gateshead hospitals branch supported by the North Eastern district committee: That this Conference instructs the National Executive Council to remove the anomaly whereby certain grades (clerical grade, copy-typist, shorthand-typist, machine operator, general administrative and executive officer I and II) only receive two days' instead of three days' additional holiday after ten years' service.

Post-entry training

West Bromwich branch supported by the West Midlands district committee: That this Conference, recognising (a) that the granting of financial assistance for the taking of examinations is for the benefit of the local government service as a whole, and (b) that all officers cannot take advantage of day release facilities, instructs the National Executive Council to negotiate for the amendment of Section 12 of paragraph 8 of the Charter so as to provide that repayment of grant is only required where the officer leaves the local government service within a period of two years from the date on which the qualification is obtained.

Subscriptions

Coventry branch supported by the West Midlands District Committee: That this Conference recommends that new subscription rates for NALGO membership be introduced on salaries above £1,000 per annum so as to take into account the wider range of salaries now in being.

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